

# **HB 15-1170 Postsecondary and Workforce Readiness**

## **COORDINATOR UPDATE (2017-2018)**

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Strengthening and sustaining Colorado's talent pipeline requires a strong supply of talented workers who are equipped with the skills demanded by the labor market. Considering that youth make up a key component of the state's supply of current and future talent, the Colorado Workforce Development Council (CWDC) and the Colorado Department of Education (CDE) have partnered to support the work of an Education Consultant (established under HB 15-1170, this role is also known as statewide Postsecondary and Workforce Readiness (PWR) Coordinator).

The Education Consultant is responsible for supporting local school districts working to align their education programs with the needs of the labor market and improve postsecondary outcomes of students. 2017-2018 represents the second year school districts reported out on PWR metrics. For a complete listing of district PWR metrics, please see the Colorado Department of Education website.

Integration into sector partnerships and industry-led career pathway development including the implementation of high quality work-based learning activities were the primary strategies utilized by the Education Consultant during the 2017-2018 school year to increase alignment across businesses and education. The following is an update on these key strategies:

### **Sector Partnerships**

In Colorado Sector Partnerships are regional, public-private partnerships led by industry that bring together partners across business, education, workforce and economic development to advance shared goals and strengthen regional economies. During 2017-2018, Colorado boasted a network of 25 active sector partnerships in Colorado. Over 50% of these partnerships implemented talent development strategies that included outreach and programming for secondary students. These strategies primarily focused on raising career awareness for high school students in manufacturing, construction, technology and healthcare careers.

Sector Partnerships engaging with K-12 include:

Northeastern Colorado Manufacturing Sector Partnership, NOCO Manufacturing Partnership, Denver Technology Partnership (DMTP), Metro Denver Construction Sector Partnership, Metro Denver Manufacturing Partnership, CAMA South, Region 5 SECTORSHealth & Wellness Partnership, Southeastern Colorado Healthcare Sector Partnership, Southeast Colorado Manufacturing Sector Partnership, Southern Colorado Healthcare Sector Partnership, Southern Colorado Manufacturing Partnership, SLV Health and Wellness Partnership and the Southwest Colorado Healthcare Partnership.

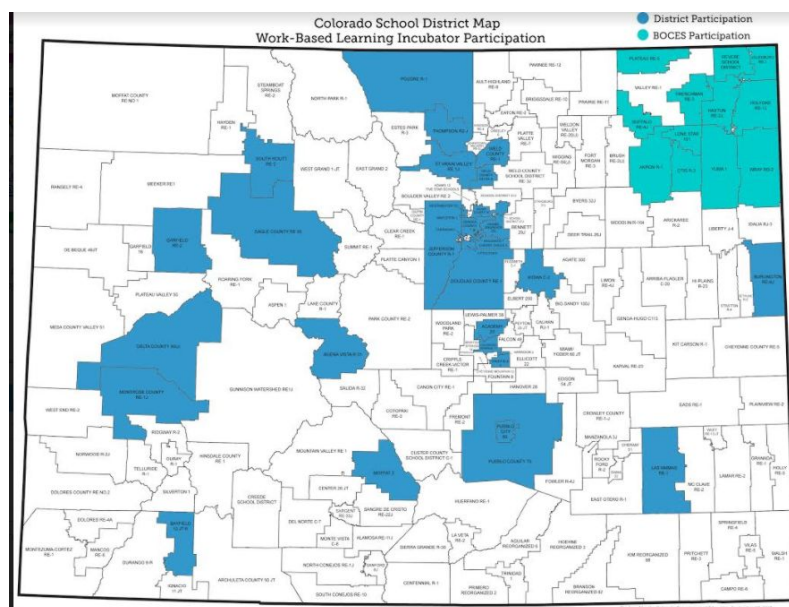
A growing number of Sector Partnerships are prioritizing [“learning about work”](#) activities as a critical component of developing their talent pipelines. During 2018-2019 the Education Liaison will work closely with the Sectors Network to increase awareness of sector partnership strategies and opportunities among K-12 and support the network in engaging K-12 partners in the development of industry-led career pathways for students and high quality work-based learning opportunities.

### **Work-based Learning Incubator**

Work-based learning (WBL) is part of industry-led career pathway development and provides opportunities for students and job seekers to develop skills in real world work-placed settings. Apprenticeships are the gold standard of work-based learning helping to align business and education and equip learners with skills that are in-demand in the Colorado economy.

In 2017 the Education Consultant worked with partners across the Department of Education, Department of Labor and Employment and the Community College System to launch the Work-based Learning Incubator. The Incubator was targeted at supporting school districts to increase their understanding and awareness of work-based learning strategies for students in order to increase the number of work-based learning programs across the state and prepare interested districts to develop the foundation needed to launch apprenticeships. Launched during the fall of 2017 the Incubator hosted one in-person convening during the 2017 TalentFound Sector Summit and monthly webinars concluding Spring 2018.

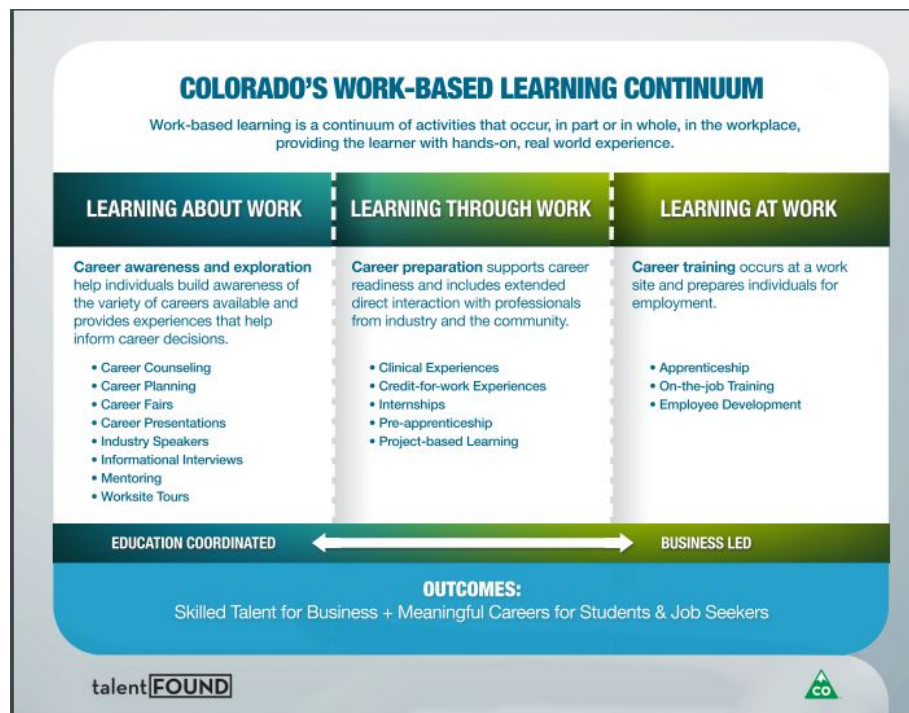
The WBL Incubator enrolled 103 participants from across 33 school districts, 2 BOCES, state agency staff and a handful of postsecondary and community partners.



## WBL Activities Happening in WBL Incubator Districts 2017-2018

- 88% of district participants were delivering Learning About Work Activities\*
- 67% of district participants were delivering Learning Through Work Activities\*
- 56% of district participants were delivering Learning At Work Activities\*

\*Definitions of work-based learning activities are based off of Colorado's Work-based Learning Continuum. District delivery modes for these activities were in varying levels of sophistication but many districts expressed the desire to scale activities to reach a broader group of students and expressed a desire to streamline their efforts to make them more sustainable.



### What participants wanted to learn:

WBL Incubator participants shared the following five categories of what they wanted to learn through the incubator:

<b>Resources:</b>	Help accessing and leveraging WBL resources including funding, staffing, and effective models of WBL
<b>Partnerships:</b>	Support in creating and sustaining partnerships with business and local organizations

<b>Tools:</b>	Tools to identify employers; a clearinghouse of opportunities for students (with students with disabilities being highlighted); and a feasibility study
<b>Strategy:</b>	Measuring and assessing quality; Making WBL equitable/accessible for all students; Integrating WBL into career pathways; developing rigorous apprenticeship opportunities; how to address when there is no business nearby; engaging/sustaining student participation
<b>Logistics:</b>	Scheduling, transportation, and Insurance FAQs

### **What participants expressed were their biggest challenges:**

Participants experienced a variety of barriers and challenges to implementing work-based learning. Challenges included:

- Building buy in, among the school, parents, and students.
- Supporting student advising and connections to careers, including building awareness about multiple pathways (in different industries *AND* directly into the workforce vs. 4-year university).
- Creating a shared definition between agencies and across partners (industry, schools, higher ed).
- Finding/engaging with employers in multiple industries, including communities with a limited local employer base, and employers willing to engage students with disabilities.
- Limited resources: staff, time (to design, implement, and evaluate), and funding, including transportation.
- Starting a program with no prior knowledge of WBL, or as a new teacher/administrator.
- Sustaining and linking efforts vs. episodic programming.
- Program procedures, alignment with standards and requirements, evaluation and assessment.

### **How the Incubator Responded to Participant Needs:**

The Incubator hosted 4 webinars and an in-person convening focused on equipping educators with the tools to address the questions and challenges they faced related to the development of high quality work-based learning. Incubator topics included:

<b>Date</b>	<b>Topic</b>	<b>Guest Speakers</b>
Sept 19	Orientation	Renise Walker, CDE/CWDC, facilitated an introduction of partners, making the case for WBL, and an overview of the WBL Incubator series.

Oct 15-17	Sectors Summit in-person convening	Convening of K-12, postsecondary, workforce, and industry focusing on WBL.
Nov 14	Policy & Resource Alignment	<ul style="list-style-type: none"> <li>- Enabling policies &amp; resource flows</li> <li>-CTE resources and opportunities</li> <li>-Case Study: District 11 from Policy to Practice</li> </ul>
Jan 16	Career Advising	<ul style="list-style-type: none"> <li>-Career Navigation framework: Katherine Keegan, Skillful-Governor's Coaching Corps &amp; Skillful Coaching Community of Practice</li> <li>-Lee Wheeler- Berliner, CWDC- Thriving WBL Communities Model</li> <li>-Eve Pugh, CDE-Career Conversation Framework</li> <li>-District Case Studies: Cañon City HS School, Skyline HS</li> </ul>
Feb 20	Measurement & Assessment	<ul style="list-style-type: none"> <li>-Hollis Salway &amp; Mike Kitka, CareerWise Colorado- Youth Apprenticeship Community Readiness Framework &amp; Measuring Student Competency Gains</li> <li>-Kaitlin Johnson, El Pomar Foundation- Measurement &amp; Evaluation from a Funder's Perspective</li> <li>-Case Studies: Don Crow, NE PWR Partnership Monica Schultz, Denver Public Schools- Measurement tools in DPS CareerLaunch internship program</li> </ul>
March 20	Engaging Partners to Leverage WBL	<ul style="list-style-type: none"> <li>-Madison Cassels, Denver Labor- The Role of Business in WBL and Connecting with Construction</li> <li>Case Studies: -Jennifer Nesselhuff, Santa Fe Trails BOCES: WBL Intermediaries Facilitating Partnerships</li> <li>-Dan Draper, Cherry Creek School District-Getting started (district exemplar)</li> </ul>

### **Work Products and Tools Developed:**

The following tools emerged from the WBL Incubator and are available to support districts in developing high quality WBL opportunities:

- Webinar recordings on Incubator topics are posted on the [CDE website](#).
- An [Incubator Collaboration tool](#) was developed to share resources, including a link to participant contact information and a [WBL Resource Library](#)

- Educators learned about and were integrated into statewide collaborations including: Development of the Colorado WBL Continuum; TalentFOUND Sectors Summit-partnership videos, Thriving WBL Community framework, TalentFOUND definition of terms, Thriving WBL Community funding opportunity